

HUMAN CAPITAL SWISS ARMY KNIFE

Driving Exponential Value Creation Through Human Capital

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Overview

Strategic and entrepreneurial Human Capital and Business leader who helps growth-oriented middle market businesses maximize their potential and win the marketplace through organizational effectiveness. Leverages unique blended interdisciplinary background and talent acquisition and executive recruiting expertise to assist businesses in hiring and aligning the right talent to drive organizational transformation and achieve long-term sustainable and profitable growth.

Solves complex talent challenges by systemically and creatively analyzing and removing barriers to hiring and talent effectiveness. Forges trusted and collaborative relationships with key stakeholders, inspires continuous learning and improvement, and provides data-driven insights and counsel to enable sound decision making. Industry background includes private equity, VC-backed software, management consulting, financial services, fintech, and retained executive search.

Clifton Strengths: *Strategic | Learner | Relator | Ideation | Connectedness*

Lumina Spark: *Yellow-Red*

Target Roles: *Head of Talent Acquisition or Human Resources at innovative, growth-oriented middle market companies*

Key Executive Experience

JMD Talent Strategies, Key client - **ThinkHR**, (*HR Advisor- COVID response management focus*), **Talent Advisor** to multiple clients (2020 - Present)

CBIZ Private Equity Advisory Practice, (*retained executive search division*), *Director Executive Recruiting*, (2017 – 2019)

Everest Group, (*strategy consulting and research*), *Senior Director Talent Acquisition and HR*, (2015 – 2017)

HIG Capital, *Head of Talent Acquisition* (2007 – 2011)

FOLIO Financial, (*VC-backed fintech*), *Vice President, Human Resources* (2002 – 2007)

Selected Success Stories

- **CBIZ:** Led retained executive searches and hired high performing middle market CFOs across multiple complex industries for private equity clients and their portfolio companies. Took on the most challenging searches and succeeded at finding the right talent to drive growth and achieve investment theses. Typical search time: 75 days. 95% retention rate.
- **Everest Group:** Collaboratively designed and executed employment branding campaign resulting in Firm being named a Best U.S. Boutique Consulting Firm to Work For by Vault and Ivy Exec and a Best Consulting Firm by Forbes. Resulted in 30% increase in Firm's qualified talent pipeline; 50% increase in accepted offers.
- **HIG Capital:** Built and implemented HIG's talent strategy making 200 critical high-quality hires over four years across 8 funds and 5 global locations enabling HIG to put capital to work as they grew from \$3.5B to \$15B under management. Hired 30 CFO and COO roles at portfolio companies as well as internal HIG Managing Directors across investment strategies. Increased racial and gender diversity, including hiring LBO Team's first female Principal who is now an MD.
- **FOLIO Financial:** VP of HR during turnaround and subsequent growth. Hired and retained key executives and diverse talent pivotal to firm's growth and eventual sale to Goldman Sachs. Aligned and revamped human capital infrastructures to support business strategies. Improved communication, engagement and transformed organizational culture. Enabled new revenue stream by recruiting all executives and staff of new proxy voting and corporate governance subsidiary while in "stealth mode."

Education

Juris Doctor: **American University, Washington College of Law**, Taught Legal Research and Writing. Admitted to Connecticut Bar. Law Clerk for South Carolina Federal District Court Judge.

BA: **Wesleyan University Middletown, CT**, (majored in College of Social Studies), graduated *cum laude*, and first in major. Teaching Assistant in Epistemology.

American University/NTL Institute, Extensive coursework in Organization Development and Diversity & Inclusion.

Synectics, Certified in Synectics Innovative Teamwork Program and as a Synectics Facilitator/Trainer – Innovation Consulting.